

POTENTIAL CONSEQUENCES OF DISCRIMINATION

1403

(No.1 May 2015)

Discrimination undermines the integrity of the employer/employee relationship. Discrimination can result in economic loss to both the employer and employee, excessive absenteeism and turnover, loss of morale, polarization of staff, a decrease in management credibility, and a decrease in productivity.

Discrimination is a violation of a person's privacy and dignity. It can cause physical and economic problems for all individuals affected. In addition to anxiety the initial incidence may cause, there may be a perception of additional reprisals by those involved. These reprisals can include escalation of the harassment, poor work assignments, sabotaging work, sarcasm, unsatisfactory evaluations, threatened demotions, transfer, poor job references, slander, gossip, blackmail, and other forms of retaliation.

[\(see Next Section\)](#)

[\(see Handbook Table of Contents\)](#)

[\(see Forms and Form Samples\)](#)